OHIO

COLUMBUS

Columbus City Schools
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Program Overview
In 2004, Ohio piloted a Teacher Advancement Program (TAP) model in the Columbus City Schools (CCS). Originally, the TAP was launched in four academically faltering schools as a school improvement strategy. Two of those schools, Barrett Middle and Beck Elementary, closed after the 2005–06 school year, and two redesigned schools (Easthaven Elementary and Champion Middle) replaced them within the TAP system.

In 2006, the Ohio Department of Education received a $20 million Teacher Incentive Fund grant, which allowed CCS to further expand TAP to four additional schools and to provide incentive money for additional work. Under the TIF grant, awards became both school-wide and specific to individual teachers.

For the 2008–09 school year, the eight Columbus schools featuring the TAP model are Easthaven, Fifth Avenue, Parkmoor, and Lindbergh Elementary; Champion, Clinton, and Starling Middle; and South High. Features of the CCS TAP program are based on those of the national model and include the following:

- Multiple career paths with differentiated duties and compensation for teachers who serve as either mentor or master teachers.

- Ongoing job-embedded professional development.

- Instructionally focused accountability through five to six annual teacher evaluations scored using rubrics based on TAP-developed performance standards and rubrics.

- Performance-based pay.

Program Information
- Teacher Advancement Program Information
- Teacher Advancement Program Frequently Asked Questions

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Select Articles and Reports

- Columbus City Schools. (Fall 2008). *The [TAP Times Newsletter](#).*

- Columbus City Schools. (2008). Intercom All Staff Newsletter. [TAP Schools Tie Teacher Bonuses to Performance](#).

Related CECR Resources

- [Teacher Incentive Fund Grantee Summary Tool](#)

- [Ohio](#) [Teacher Incentive Fund Grantee Profiles](#)